

KXII(TV)
EEO PUBLIC FILE REPORT
April 1, 2020 through March 31, 2021

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

[illegible]

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.kxii.com (station website)	N	5
2	TVJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	N	1
3	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073 NEWS JOBS ONLY	N	0
4	Gray Television Group Inc 4370 Peachtree Road, NE Atlanta, GA 30319 404-266-8333 jobs@gray.tv All jobs posted to Snag It by HR	N	3
5	Internal Posting / Candidate	N	1
6	Walk In / Mail In / Unsolicited	N	1
7	Word of Mouth Referrals	N	10
8	Southeastern Oklahoma State University Kay Barber-Career Mngmt Ctr 1405 N 4 th / 425 W University Blvd Admin Bldg Rm 213 Durant, OK 74701 580-745-2270 Fax 580-745-7486 / 580-745-7409 Joined Handshake July 2020 https://app.joinhandshake.com/login	N	0
9	University of North Texas 801 N Texas Blvd Denton, TX 76201 940-565-2000 https://app.joinhandshake.com/login	Y	1
10	Oklahoma State University Pam Ehlers 202 Whitehurst Stillwater, OK 74078 405-744-5253 Fax 405-945-9180 careers@okstate.edu	N	0

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11	University of Texas 1900 University Ave Austin, TX 78705 512-471-3434 https://app.joinhandshake.com/login	N	0
12	Austin College Career Services-Margie Norman 900 N Grand Ave Sherman, TX 800-526-4276 https://app.joinhandshake.com/login	N	1
13	Texas A&M University / Texas A&M Commerce 1372 TAMU College Station, TX 77843 979-845-5139 https://tamu-csm.symplicity.com/employers/ P O Box 3011 Commerce, TX 75429 903-886-5110 https://app.joinhandshake.com/login	N	0
14	University of Oklahoma Erin Holder 550 Parrington Oval Norman, OK 73019 800-234-6868 Fax 405-325-7627 https://app.joinhandshake.com/login	N	0
15	Ohio Center for Broadcasting Gary James 9000 Sweet Valley Dr. Valley View, OH 44125 216-447-9117 dclark@beonair.com	Y	0
16	Texas Association of Broadcasters Beth Bobbitt 502 E. 11th St, Ste 200 Austin, TX 78701 512-322-9944 Fax 512-322-0522 job bank posting at tab.org	N	1

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17	Oklahoma Association of Broadcasters Nancy Struby, 6520 N. Western, Ste 104 Oklahoma City, OK 73116 405-848-0771 Fax 405-848-0772 http://www.oabok.org/	N	0
18	American Broadcasting School Michelle McConnell 712 N Watson Rd, Suite 200 Arlington, TX 76011 817-695-2474 Fax 817-695-2838 michelle@radioschool.com	Y	0
19	Texas Workforce Commission www.twc.state.tx.us ONLY TX JOBS	N	0
20	Chickasaw Nation Amy M. Boatwright 520 E Arlington Ada, OK 74820 580-436-2603 Fax 580-436-7297 amy.boatwright@chickasaw.net	N	0
21	Oklahoma Workforce Commission 201 A SW Ardmore, OK 73401 580-223-3291 https://okjobmatch.com	N	0
22	Brown College Career Services Paul Kraimer 1440 Northland Dr Mendota Heights, MN 55120 763-279-2516 Fax 651-905-3555 https://sanfordbrown.optimalresume.com/employers	Y/N No longer required to post jobs here effective 1.28.2021	0
23	Media-Match 714 N. LaBrea Hollywood, CA 90038 323-284-5589 https://www.media-match.com/usa/media/	Y	0

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24	TCU 2800 S University Dr Fort Worth, TX 76109 Schieffer School of Journalism TCU Aaron Chimbel 817-257-6579 https://app.joinhandshake.com/login	N	1
25	University of Texas at Arlington Dept of Communication Andrew Clark Box 19107, 700 W. Greek Row Dr. Arlington, TX 76019-0107 817-272-1246 Fax 817-272-2732 amclark@uta.edu	Y	1
26	Sherman Chamber of Commerce Traci Carlson, President 307 W Washington Sherman, TX 75090 903-893-1184 https://business.shermanchamber.us/jobs/	Y	0
27	East Central University 1100 E. 14h St. Ada, OK 74820 580-332-8000 https://app.joinhandshake.com/login	N	0
28	University of Texas at Austin Moody College of Communication Megan Fullen, Rec Services Coordinator 512-471-9421 https://moody-utexas-csm.symplicity.com//employers/ Joined Handshake 2.1.2021 https://app.joinhandshake.com/login	N	0
29	The Ardmoreite 117 W Broadway Ardmore, OK 73401 580-223-2200	N	0

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30	The Paris News 5050 SE Loop 286 Paris, TX 75460 903-785-8744	N	0
31	Station On-Air Announcements	N	5
32	Herald Democrat 603 S Sam Rayburn Fwy Sherman, TX 75090 903-893-8181	N	0
33	The University of Oklahoma 660 Parrington Oval Norman, OK 73019-0390 https://www.app.joinhandshake.com/login ONLY FULL TIME JOBS	N	0
34	Rice University 440 Allen Center-MS1 Houston, TX 77005 713-348-5050 https://app.joinhandshake.com/login	N	0
35	Baylor University One Bear Place Waco, TX 76798 214-710-1011 https://app.joinhandshake.com/login	N	0
36	Lamar University 4400 MLK Blvd Beaumont, TX 77710 409-880-7011 https://app.joinhandshake.com/login	N	0
37	SMU P O Box 750100 Dallas, TX 75275 214-768-2000 https://app.joinhandshake.com/login	N	0

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38	Tarleton University 1333 W Washington Stephenville, TX 76402 254-968-9000 https://app.joinhandshake.com/login	N	0
39	West Texas A&M University 2501 4 th Ave Canyon, TX 79016 806-651-0000 https://app.joinhandshake.com/login	N	0
40	UT Austin College of Natural Sciences 120 Inner Campus Dr Austin, TX 78412 512-471-4536 https://app.joinhandshake.com/login	N	0
41	UT San Antonio One UTSA Cr San Antonio, TX 78249 210-458-4011 https://app.joinhandshake.com/login	N	0
42	Texas Women's University 304 Administrative Dr Denton, TX 76204 940-898-2000 https://app.joinhandshake.com/login	N	0
43	Texas A&M Corpus Christi 6300 Ocean Drive Corpus Christi, TX 78412 361-825-5700 https://app.joinhandshake.com/login	N	0
44	Texas A&M Kingsville 955 University Blvd Kingsville, TX 78363 361-593-2111 https://app.joinhandshake.com/login	N	0

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45	UT Arlington 701 S Nedderman Dr Arlington, TX 76019 817-272-2011 https://app.joinhandshake.com/login	N	0
46	Stephen F Austin State University 1936 North St Nacogdoches, TX 75965 936-468-3401 https://app.joinhandshake.com/login	N	0
47	Indeed.com Gray Television posts to Snag It Site All jobs posted there carry over to Indeed	N	34
48	Concordia University TX 11400 Concordia University Drive Austin, TX 78726 512-313-3000 https://app.joinhandshake.com/login	N	0
49	MediaRecruiter.com 9457 So University Blvd #303 Highlands Ranch, CO 80126 303-400-5150	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			65

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Provide EEO Training to Management	July 9 - August 4, 2020 – our General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.
2	Participate in job fairs/career days	On November 5, 2020 the station participated in the Red White and You Job Fair held virtually by Workforce Solutions Texoma. Station participants included the Production Mgr.
3.	Provide EEO Training to Management	On Nov 19, 2020 the stations management attended an EEO Webinar conducted by outside FCC Council entitled “The FCC’s Equal Employment Opportunity Rules and Regulations”. The webinar focused on the FCC’s rules and also addressed compliance best practices. Station participants include the Office Mgr.
4.	Participate in job fairs/career days	On March 4, 2021 the station participated in the Texas A&M Commerce Spring Career Fair held virtually. Station participants included the Production Operations / Creative Services Mgr.